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**CITY OF DELTONA, FLORIDA
SPECIAL CITY COMMISSION MEETING
MONDAY, JULY 14, 2014**

A Special Meeting of the Deltona City Commission was held on Monday, July 14, 2014 in the City Hall Commission Chambers, 2345 Providence Blvd. Deltona, Florida.

1. CALL TO ORDER:

The meeting was called to order at 5:30 p.m. by Mayor John Masiarczyk, Sr.

2. ROLL CALL:

Mayor	John Masiarczyk	Present
Vice Mayor	Heidi Herzberg	Present
Commissioner	Webster Barnaby	Present
Commissioner	Zenaida Denizac	Present
Commissioner	Anthony Bellizio	Present
Commissioner	Chris Nabicht	Absent (Excused)
Commissioner	Nancy Schleicher	Present
City Manager	William D. Denny	Present
City Attorney	Becky Vose	Present
City Clerk	Joyce Raftery	Present

Also Present: Human Resources Director Tom Acquaro; Assistant City Manager Dale Baker; Planning & Development Services Director Chris Bowley; VCSO Captain David Brannon; and Parks & Recreation Director Steve Moore.

3. PLEDGE TO THE FLAG:

Mayor Masiarczyk led everyone in the pledge of allegiance to the flag.

4. BUSINESS:

A. Discussion re: Interim City Manager Applications.

Mayor Masiarczyk explained why the meeting was called and the process to take place.

The Commission discussed not considering any out of state applicants, each Commission having their top three (3) applicants, each Commissioner determining what to use to gauge each applicant, the type of applicant the Commission is looking for, the Interim City Manager position being temporary, the residency requirement which will be on the November ballot, it taking a month or so for the Interim City Manager to get going, there being one (1) applicant familiar with the County, none of the applicants being able to replace Mr. Denny other than Dale Baker, the money that will need to be spent to search for a permanent City Manager, the Commission having a better pool of applicants by doing a nationwide search for a full time City Manager after the November election,

1 the possibility that a permanent City Manager will not be hired by December or even January, the
2 Interim City Manager being interim for approximately an eight (8) month period, making sure the
3 permanent City Manager applicants know that the residency requirement will be on the November
4 ballot, hiring a national headhunting firm to search for a permanent City Manager, the amount of
5 funds needed to do a national search, the dynamics of the relationship between the City Manager
6 and the City Commission, both the Commission and the City Manager acting accordingly and each
7 understanding their roles, and keeping the Code Enforcement department whole as it is a vital
8 department and pulling Mr. Baker from that department possibly making the department unstable.

9
10 Ms. Raftery stated the Deputy City Clerk is making copies of a spreadsheet for the Commission to
11 rank the applicants that has all the applicants listed in one column and each Commissioner listed
12 across the top.

13
14 Mrs. Vose suggested ranking the applicants backwards, the 1st choice as #3, the 2nd choice as #2 and
15 the 3rd choice as #1.

16
17 Commissioner Bellizio stated he was not able to gage Dale Baker's submission as he only submitted
18 a letter and no application, resume or background information. He stated he felt it was not proper to
19 consider Mr. Baker just because he is a current employee in the Deputy City Manager position and
20 Commissioner Barnaby agreed.

21
22 Mayor Masiarczyk called for a recess at 5:53 p.m. and reconvened at 6:13 p.m.

23
24 Ms. Raftery stated the results of the applicant's ranking process are as follows: Dale Baker – 8,
25 Lyndon Bonner – 5, David Clapsaddle – 0, James Coleman – 0, James Drymon – 2, James
26 McCroskey – 4, Scott Randall – 1, Scott Neils – 2, Charles D. Rashed – 0, Gary Shimun – 8,
27 Thomas Stauffenberg – 0, and Howard Tipton – 5. She stated Dale Baker and Gary Shimun are tied
28 with 8 points each for 1st choice and Lyndon Bonner and Howard Tipton are tied with 5 points each
29 for 2nd choice.

30
31 The Commissioner discussed whether or not to re-rank the top four (4) choices in order to narrow
32 down the applicants to three (3), interviewing just the top two (2) applicants, re-ranking the two (2)
33 applicants with a tied score for second choice, whether or not the Commission would be choosing
34 the Interim City Manager now or at the July 21st Commission meeting, interviews being scheduled
35 during the day on July 21st and the Commission voting on the Interim City Manager at the 6:30 p.m.
36 Commission meeting that night, whether Mr. Tipton could look at the budget and other things that
37 would need looked at even though he will not be present the month of August if chosen, who to
38 interview and what time to have the interviews.

39
40 The Commission re-ranked the two (2) applicants who tied for second choice and the results were a
41 tie with three (3) votes each.

42
43 **The Commission concurred on Monday, July 21, 2014 to conduct 15 minute interviews from**
44 **10:00 a.m. to Noon for those Commissioners who want to have individual interviews with the**
45 **applicants, at 12:30 p.m. the Commission will come together as a body to interview the**
46 **applicants, and at the 6:30 p.m. City Commission Meeting the Commission will rank the four**

1 **(4) applicants and appoint an Interim City Manager.**

2
3 Mayor Masiarczyk stated if a candidate asks questions about a benefit package the Commission
4 should not negotiate with the applicants, and the Commission should not discuss anything that
5 would put the applicant in a protective class such as age, health, race, social relationships, religion,
6 etc.

7
8 Commissioner Bellizio suggested that those Commissioners who want to do individual interviews
9 of the applicants to go in with a questionnaire for each applicant that has been reviewed by the City
10 Attorney prior to conducting the interviews.

11
12 Mr. Denny stated to confirm, all the applicants will be asked to be at City Hall by 10:00 a.m., staff
13 will set-up 15 minute interviews with each applicant and those Commissioners that want to do one
14 on ones until Noon, the Commission and the applicants will be provided lunch, and from Noon to
15 2:00 p.m. there will be a full Commission interview with the applicants in the Commission
16 Chambers.

17
18 Mayor Masiarczyk stated that it is not necessary for the applicants to stay after the interviews and
19 the City Manager will contact each of them to let them know who has been chosen as the Interim
20 City Manager.

21
22 **5. PUBLIC COMMENTS:**

23
24 Larry DeMatteo, 2501 Barry Drive, stated the Interim City Manager should not get a benefits
25 package, the City having a reputation of providing a large severance package, the interim position
26 being only for several months, being up front with City Manager applicants regarding the residency
27 requirement that will be on the November ballot and paying expenses for the Interim City Manager
28 applicants.

29
30 The Commission discussed applicants not having an interest in a full time City Manager position, in
31 the interview process finding out more of what each applicant's expectations are, the criteria for the
32 Interim City Manager's compensation, the baseline for a City Manager's compensation being a
33 wide spectrum, who negotiates the compensation and what is a reasonable compensation for an
34 Interim City Manager, the Commission and the Interim City Manager knowing their roles,
35 maintaining the cohesiveness of staff, applicants having the right qualifications such as skills in
36 economic development, if compensation negotiations cannot be reached with the Commission's
37 first choice then the Commission will have to look at the runner up, the reality of what an Interim
38 City Manager can do for the City before going out to a nationwide search for a City Manager, to
39 look at stability and what is expected of the Interim City Manager in a limited time period, the
40 chosen applicant hitting the ground running and working for their compensation, and the process
41 from a City Manager to an Interim City Manager being flawless.

42
43 Commissioner Barnaby asked who would be attending the Volusia League of Cities Dinner and
44 Mayor Masiarczyk stated each Commissioner should let Administrative Assistant Sandi Jackson
45 know who will be attending the dinner.

1 **6. ADJOURNMENT:**

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There being no further business the meeting adjourned at 7:01 p.m.

John C. Masiarczyk, Sr., Mayor

ATTEST:

Joyce Raftery, City Clerk